

**GENERAL STATEMENT
OF PHILIP MORRIS COMPANIES'
SMOKING ACCOMMODATION POLICY**

Our cigarette businesses in the United States and throughout the world are a major contributor to the sales and profitability of Pmc
Cigarettes, which are a major contribution to the sales and profitability of Philip

Morris Companies, Inc. are legally sold and consumed throughout the world.

Nevertheless, smoking is a controversial subject as it has been for hundreds of

years. ~~For example,~~ ^{More recently} exposure to environmental tobacco smoke, ^{for} what has been

termed ETS (ETS) ~~annoys some nonsmokers, and some smokers may perceive~~ ^{has recently become part of the controversy over smoking}

a ~~measure of social pressure when they smoke in public places.~~

Out of respect for the freedom of the individual, Philip Morris Companies is committed to reasonable accommodation of smokers and nonsmokers. Similarly, we encourage employees of all Philip Morris Companies to show tolerance and use common courtesy in accommodating their colleagues' wishes to smoke or not to smoke.

Adults should have the freedom to smoke, subject to applicable laws and ordinances and tempered by the responsibility to act courteously toward people who may be annoyed by tobacco smoke. Our intention is to minimize nonsmokers' annoyance to the extent possible. At the same time, we expect nonsmokers to be tolerant of an employee's freedom to smoke.

In workplaces, as in all public places, we are opposed to any prohibition of smoking not required by applicable laws or ordinances. We are not opposed to voluntary separation of smoking, smokers and nonsmokers.

2024715197

The ~~controversy over smoking~~^{question} includes ETS which is a mixture of side stream and exhaled mainstream smoke is a highly diluted mixture that changes as it ages and mixes with other substances present in room air. Published studies indicate that nonsmoker exposure to ETS under normal, everyday conditions is minimal. Moreover, we do not find the adverse health claims reported as convincingly supported by the scientific data.

Nevertheless, exposure to ETS annoys some nonsmokers, and some smokers may perceive a measure of social pressure when they smoke in public places. Out of respect for the freedom of the individual, we are publicly committed to reasonable accommodation of smokers and nonsmokers, and we believe that establishing a smoking accommodation policy is part of that commitment.

2024715198